Page ID # 1 L E D
DISTRICT COURT
DISTRICT OF NEBRASKA

JUN 2 1 2018

OFFICE OF THE CLERK

# IN THE UNITED STATES DISTRICT COURT FOR THE DISTRICT OF NEBRASKA

KATHLEEN M. GRAHAM,

Plaintiff,

V.

STATE OF NEBRASKA, OFFICE OF GOVERNOR, AND THE NEBRASKA DEPARTMENT OF ADMINISTRATIVE SERVICES,

Defendants.

Case No. 4:18-cv-3086

District Court of Lancaster County
Case No. CI 18-1708

NOTICE OF REMOVAL

Defendants THE STATE OF NEBRASKA, OFFICE OF THE GOVERNOR, AND THE NEBRASKA DEPARTMENT OF ADMINISTRATIVE SERVICES, (collectively "the State of Nebraska") by and through counsel, pursuant to 28 U.S.C. §§ 1331, 1367, 1441, and 1446, hereby remove Case No. CI-18-1708 from the District Court of Lancaster County, Nebraska, to the United States District Court for the District of Nebraska.

# **GROUNDS FOR REMOVAL**

1. On May 18, 2018, Plaintiff Kathleen M. Graham filed a Complaint for monetary relief in the District Court of Lancaster County, Nebraska, styled KATHLEEN M. GRAHAM V. STATE OF NEBRASKA, at Case No. CI-18-1708. On May 18, 2018, Plaintiff filed an Amended Complaint in the District Court of Lancaster County, Nebraska, styled KATHLEEN M. GRAHAM V. STATE OF

NEBRASKA, OFFICE OF GOVERNOR, AND THE NEBRASKA

DEPARTMENT OF ADMINISTRATIVE SERVICES. Defendants were served with summons and copies of the Amended Complaint on June 4, 2018

- 2. The Complaint alleges causes of action against Defendants which include:
  - a. Federal law claims pursuant to the Age Discrimination in Employment Act, 29 U.S.C. § 621, et seq.
  - b. State law claims under the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. § 48-1001, et seq.
- 3. This Court has original jurisdiction over this case, pursuant to 28 U.S.C. § 1331, because the case arises under and pursuant to the Constitution, laws, or treaties of the United States. Furthermore, this Court has supplemental jurisdiction over Plaintiff's state law claim, pursuant to 28 U.S.C. § 1367, because the state law claim is so related to the federal law claims that they form part of the same case or controversy under Article III of the United States Constitution.
- 4. Defendants are entitled to remove this action to the United States District Court for the District of Nebraska pursuant to 28 U.S.C. § 1441(a).
  - 5. Pursuant to 28 U.S.C. § 1446(b)(2)(A), all Defendants consent to removal.
- 6. Pursuant to 28 U.S.C. § 1446(b)(1), this Notice of Removal is filed within thirty days after receipt by Defendants, through service or otherwise, of a copy of the pleading setting forth the claim for relief upon which the action is based. See Exhibit 1.

- 7. Copies of all pleadings, motions, process, and orders served upon Defendants or received otherwise in the action are attached as Exhibit 1 in accordance with 28 U.S.C. § 1446(a).
- 8. Promptly upon filing this Notice of Removal, Defendants will give notice in writing thereof to Plaintiff and will file a copy of this Notice of Removal with the Clerk of the District Court of Lancaster County, Nebraska.

WHEREFORE, Defendants hereby give notice of the removal of the abovecaptioned action from the District Court of Lancaster County to this Court.

Submitted this 21st day of June, 2018.

STATE OF NEBRASKA, OFFICE OF GOVERNOR, AND THE NEBRASKA DEPARTMENT OF ADMINISTRATIVE SERVICES, Defendants.

By: DOUGLAS J. PETERSON, NE #18146

Attorney General of Nebraska

By: <u>s/Stephanie Caldwell</u>
Stephanie Caldwell, NE # 22994
Jessica Forch, NE #24912
Assistant Attorneys General

Office of the Attorney General 2115 State Capitol Lincoln, Nebraska 68509 (402) 471-3814 stephanie.caldwell@nebraska.gov jessica.forch@nebraska.gov Attorneys for Defendants.

# CERTIFICATE OF SERVICE

I hereby certify that on June 21, 2018, I electronically filed the foregoing document with the Clerk of the United States District Court for the District of Nebraska, causing notice of such filing to be served upon all parties registered on the CM/ECF system.

I also sent copies via U.S. mail to Plaintiff's attorney of counsel at:

Vincent M. Powers 411 S. 13<sup>th</sup> Street, Ste. 300 Lincoln, NE 94936

> By: <u>s/ Stephanie Caldwell</u> Stephanie Caldwell, NE # 22994

IN THE DISTRICT COURT OF LANCASTER COUNTY, NEBRASKA			
KATHLEEN M. GRAHAM,	) CASE NO. CL-18-708		
Plaintiff,	COMPLAINT, DEMAND FOR  JURY TRIAL AND PRAECIPE		
v.	)		
STATE OF NEBRASKA,	2918 MRV		
Defendant.	MAN 18		
COMES NOW the Plaintiff, b	y and through her attorney, and for her		
complaint against the Defendant states and alleges as follows:			

- 1. This is an action seeking redress for violations of the rights guaranteed the plaintiff by the Nebraska Age Discrimination in Employment Act, Neb.Rev.Stat. § 48-1001 et seq., and the Age Discrimination in Employment Act, 29 U.S.C. § 621, et seq.
- 2. This Court has original jurisdiction over the state law claims and concurrent jurisdiction over the claims arising under federal law.
  - 3. Plaintiff is a resident of Lancaster County, Nebraska.
- 4. Upon information and belief, Defendant State of Nebraska is a political subdivision located in the State of Nebraska and is an employer as that term is defined under the state and federal statutes set forth herein.
- 5. Plaintiff filed timely administrative actions with the Nebraska Equal Employment Opportunity Commission and the Equal Employment Opportunity Commission. Plaintiff has filed this timely action within 90 days of her receipt of the Right to Sue Notices.



- 6. Plaintiff was sixty-five (65) years of age at the time of the alleged illegal actions occurred.
- 7. Plaintiff had worked for the Defendant since 2001, most recently as an Administrative Assistant/Executive Assistant to the Governor. Plaintiff's work performance was exemplary. Ms. Graham was likely the longest serving administrative assistant serving the Governor in the history of Nebraska.
- 8. On December 1, 2016, Plaintiff was told by Governor Pete Ricketts that due to budget cuts, he was eliminating her position.
- 9. Within days, Defendant replaced the Plaintiff with a younger employee who is in her twenties (20s).
- 10. Plaintiff's twenty-something year old replacement was given a substantial pay raise (between \$7,000-\$8,000) while the Defendant was aware of upcoming budget problems. The twenty-something year old was the only staff person in the Governor's Office to receive such a pay increase. Plaintiff's substantially younger replacement sat at plaintiff's former desk, parked in Plaintiff's former parking spot and continued to do the same duties previously performed by the Plaintiff. The younger replacement left her employment soon thereafter.
- 11. The sole factor in the adverse employment action noted herein was Plaintiff's age.

- 12. Defendant's elected officials, employees, supervisors, managers, officers, and/or other agents were acting in the scope and course of their employment with the Defendant at all times alleged herein.
- 13. Defendant's conduct was willful and/or done in reckless disregard of the Plaintiff's statutory rights. Liquidated damages are appropriate.
- 14. As a result of the unlawful acts set forth herein, Plaintiff has sustained lost wages, and the value of job related benefits, and will continue to incur such damages into the future.
- 15. Defendant's decision to subject her to adverse terms, conditions, and privileges of employment was due to Plaintiff's age. Said conduct is violative of the state and federal age discrimination laws (as noted herein).

## COUNT I

Plaintiff incorporates paragraphs 1 through 15 as if fully set forth herein.

- 16. Defendant discriminated against the Plaintiff in the terms, conditions and privileges of employment due to her age in violation of the NE ADEA and the ADEA.
- 17. As a result of the Defendant's conduct, Plaintiff has incurred lost wages and job-related benefits and will continue to incur such damages into the future as well as attorney's fees and costs.

18. Due to the willful or reckless conduct of the Defendant, liquated damages are appropriate.

WHEREFORE, Plaintiff requests judgment against the Defendant in the following respects:

- a) Declaring the acts of the Defendant to be in violation of state and federal laws;
- b) Award Plaintiff lost wages and the value of benefits as well as prejudgment interest:
- c) Order Defendant to reinstate Plaintiff to her previously held position, or award her front pay and an appropriate amount for the loss of job related benefits in accordance with law;
- d) Award Plaintiff liquidated damages;
- e) Award Plaintiff attorney's fees and costs;
- f) Award such other and additional relief as this Court deems just and proper under the circumstances.

KATHLEEN M. GRAHAM, Plaintiff

Vincent M. Powers #15866

**POWERS LAW** 

411 South 13th Street, Suite 300

Lincoln, NE 68508

(402) 474-8000

powerslaw@me.com

# DEMAND FOR JURY TRIAL

Plaintiff demands a jury trial to be held in Lincoln, Lancaster County, Nebraska.

## **PRAECIPE**

Please issue summons in the above captioned matter and return the same to the undersigned for service by Certified Mail upon the Defendant at the following address:

State of Nebraska
Douglas Peterson, Attorney General
2115 State Capitol Building
Lincoln, NE 68509

9.77864

Image ID: D00547864D02

#### **SUMMONS**

Doc. No. 547864

IN THE DISTRICT COURT OF LANCASTER COUNTY, NEBRASKA 575 S. 10th Street - 3rd Floor SEPARATE JUVENILE COURT-4th Floor Lincoln NE 68508

Kathleen M Graham v. State of Nebraska

Case ID: CI 18 1708

TO: State of Nebraska

FILED BY

Clerk of the Lancaster District Court 05/21/2018

You have been sued by the following plaintiff(s):

Kathleen M Graham

Plaintiff's Attorney:

Vincent M Powers

Address:

411 S 13th St Ste 300

P.O. 84936

Lincoln, NE 68501-4936

Telephone:

(402) 474-8000

A copy of the complaint/petition is attached. To defend this lawsuit, an appropriate response must be served on the parties and filed with the office of the clerk of the court within 30 days of service of the complaint/petition. If you fail to respond, the court may enter judgment for the relief demanded in the complaint/petition.

Trul Link

Date: MAY 21, 2018

BY THE COURT:

PLAINTIFF'S DIRECTIONS FOR SERVICE OF SUMMONS AND A COPY OF THE COMPLAINT/PETITION ON:

State of Nebraska c/o Doug Peterson, Atty General 2115 State Capitol Bldg Lincoln, NE 68509

Method of service: Certified Mail

You are directed to make such service within ten days after the date of issue, and file with the court clerk proof of service within ten days after the signed receipt is received or is available electronically, whichever occurs first.

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SERVICE RETURN	Doc.	No.	547864
	DOC.	TAO	241004

	LANCASTER DIST			
	SEPARATE JUVENILE			
	Lincoln	NE 68508		
To: Case ID:	: CI 18 1708 Kathleen M Graham v.	State of Nebraska		
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	on the day of	, as required by Nebraska state law.		
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	The return receipt for mailing to the party was	signed on		
tate of		rom: Vincent M Powers		

To: St c/o Doug Peterson, Atty General 2115 State Capitol Bldg Lincoln, NE 68509

411 S 13th St Ste 300 P.O. 84936 Lincoln, NE 68501-4936

IN THE DISTRICT COURT OF LANCASTER COUNTY, NEBRASKA			
KATHLEEN M. GRAHAM,	) CASE NO. CI 18-1708		
Plaintiff,	) FIRST AMENDED COMPLAINT ) AND PRAECIPE		
v.	)		
STATE OF NEBRASKA, OFFICE OF GOVERNOR, AND THE NEBRASKA DEPARTMENT OF ADMINISTRATIVE SERVICES,  Defendants.	BY 29 P LLERK GE STRICE (		
	1900 1900 1900 1900 1900 1900 1900 1900		

COMES NOW the Plaintiff, by and through her attorney, and for her complaint against the Defendant states and alleges as follows:

- 1. This is an action seeking redress for violations of the rights guaranteed the plaintiff by the Nebraska Age Discrimination in Employment Act, Neb.Rev.Stat. § 48-1001 et seq., and the Age Discrimination in Employment Act, 29 U.S.C. § 621, et seq.
- 2. This Court has original jurisdiction over the state law claims and concurrent jurisdiction over the claims arising under federal law.
  - 3. Plaintiff is a resident of Lancaster County, Nebraska.
- 4. Upon information and belief, Defendant State of Nebraska is a political subdivision located in the State of Nebraska and is an employer as that term is defined under the state and federal statutes set forth herein.
- 5. Plaintiff filed timely administrative actions with the Nebraska Equal Employment Opportunity Commission and the Equal Employment





Opportunity Commission. Plaintiff has filed this timely action within 90 days of her receipt of the Right to Sue Notices.

- 6. Plaintiff was sixty-five (65) years of age at the time of the alleged illegal actions occurred.
- 7. Plaintiff was employed by the State of Nebraska, Office of the Nebraska Governor and Department of Administrative Services since 2001, most recently as an Administrative Assistant/Executive Assistant to the Governor. Plaintiff's work performance was exemplary. Ms. Graham was likely the longest serving administrative assistant serving the Governor in the history of Nebraska.
- 8. On December 1, 2016, Plaintiff was told by Governor Pete Ricketts that due to budget cuts, he was eliminating her position.
- 9. Within days, Defendant replaced the Plaintiff with a younger employee who is in her twenties (20s).
- 10. Plaintiff's twenty-something year old replacement was given a substantial pay raise (between \$7,000-\$8,000) while the Defendant was aware of upcoming budget problems. The twenty-something year old was the only staff person in the Governor's Office to receive such a pay increase. Plaintiff's substantially younger replacement sat at plaintiff's former desk, parked in Plaintiff's former parking spot and continued to do the same duties previously performed by the Plaintiff. The younger replacement left her employment soon thereafter.

- 11. The sole factor in the adverse employment action noted herein was Plaintiff's age.
- 12. Defendant's elected officials, employees, supervisors, managers, officers, and/or other agents were acting in the scope and course of their employment with the Defendant at all times alleged herein.
- 13. Defendant's conduct was willful and/or done in reckless disregard of the Plaintiff's statutory rights. Liquidated damages are appropriate.
- 14. As a result of the unlawful acts set forth herein, Plaintiff has sustained lost wages, and the value of job related benefits, and will continue to incur such damages into the future.
- 15. Defendant's decision to subject her to adverse terms, conditions, and privileges of employment was due to Plaintiff's age. Said conduct is violative of the state and federal age discrimination laws (as noted herein).

## COUNT I

Plaintiff incorporates paragraphs 1 through 15 as if fully set forth herein.

16. Defendant discriminated against the Plaintiff in the terms, conditions and privileges of employment due to her age in violation of the NE ADEA and the ADEA.

- 17. As a result of the Defendant's conduct, Plaintiff has incurred lost wages and job-related benefits and will continue to incur such damages into the future as well as attorney's fees and costs.
- 18. Due to the willful or reckless conduct of the Defendant, liquated damages are appropriate.

WHEREFORE, Plaintiff requests judgment against the Defendant in the following respects:

- a) Declaring the acts of the Defendant to be in violation of state and federal laws:
- Award Plaintiff lost wages and the value of benefits as well as prejudgment interest;
- c) Order Defendant to reinstate Plaintiff to her previously held position, or award her front pay and an appropriate amount for the loss of job related benefits in accordance with law;
- d) Award Plaintiff liquidated damages;
- e) Award Plaintiff attorney's fees and costs;
- f) Award such other and additional relief as this Court deems just and proper under the circumstances.

Dated this \_\_\_\_ day of May, 2018.

KATHLEEN M. GRAHAM, Plaintiff

Vincent M. Powers #15866

**POWERS LAW** 

411 South 13th Street, Suite 300

Lincoln, NE 68508 (402) 474-8000

powerslaw@me.com

### PRAECIPE

Please issue summons in the above captioned matter and return the same to the undersigned for service by Certified Mail upon the Defendants at the following addresses:

State of Nebraska, Office of the Governor Douglas Peterson, Attorney General 2115 State Capitol Building Lincoln, NE 68509

Nebraska Department of Administrative Services
Douglas Peterson, Attorney General
2115 State Capitol Building
Lincoln, NE 68509

Image ID: D00548764D02

#### **SUMMONS**

Doc. No.

548764

IN THE DISTRICT COURT OF LANCASTER COUNTY, NEBRASKA 575 S. 10th Street - 3rd Floor SEPARATE JUVENILE COURT-4th Floor Lincoln NE 68508

Kathleen M Graham v. State of Nebraska

Case ID: CI 18 1708

TO: Department of Administrative

FILED BY

Clerk of the Lancaster District Court 05/30/2018

You have been sued by the following plaintiff(s):

Kathleen M Graham

Plaintiff's Attorney:

Vincent M Powers

Address:

411 S 13th St Ste 300

P.O. 84936

Lincoln, NE 68501-4936

Telephone:

(402) 474-8000

A copy of the complaint/petition is attached. To defend this lawsuit, an appropriate response must be served on the parties and filed with the office of the clerk of the court within 30 days of service of the complaint/petition. If you fail to respond, the court may enter judgment for the relief demanded in the complaint/petition.

Date: MAY 30, 2018

BY THE COURT:

PLAINTIFF'S DIRECTIONS FOR SERVICE OF SUMMONS AND A COPY OF THE COMPLAINT/PETITION ON:

> Department of Administrative Services; c/o Douglas Peterson 2115 State Capitol Bldg Lincoln, NE 68509

Method of service: Certified Mail

You are directed to make such service within ten days after the date of issue, and file with the court clerk proof of service within ten days after the signed receipt is received or is available electronically, whichever occurs first.

SERVICE RETURN			
SERVICE RETURN	Doc.	No.	548764

LANCASTER DISTRICT COURT

	575 S. 10th Street - 3rd Floor		
	SEPARATE JUVENILE COURT-4th Floor		
m-	Lincoln NE 68508		
To: Case ID:	CI 18 1708 Kathleen M Graham v. State of Nebraska		
	Received this Summons on, I hereby certify that on		
	, at o'clockM. I served copies of the Summons		
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	on the day of, as required by Nebraska state law.		
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To: De Services; c/o Douglas Peterson 2115 State Capitol Bldg Lincoln, NE 68509

411 S 13th St Ste 300 P.O. 84936 Lincoln, NE 68501-4936 Image ID:
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#### **SUMMONS**

Doc. No. 548763

IN THE DISTRICT COURT OF LANCASTER COUNTY, NEBRASKA 575 S. 10th Street - 3rd Floor SEPARATE JUVENILE COURT-4th Floor Lincoln NE 68508

Kathleen M Graham v. State of Nebraska

Case ID: CI 18 1708

TO: State of Nebraska

FILED BY

Clerk of the Lancaster District Court 05/30/2018

You have been sued by the following plaintiff(s):

Kathleen M Graham

Plaintiff's Attorney:

Vincent M Powers

Address:

411 S 13th St Ste 300

P.O. 84936

Lincoln, NE 68501-4936

Telephone:

(402) 474-8000

A copy of the complaint/petition is attached. To defend this lawsuit, an appropriate response must be served on the parties and filed with the office of the clerk of the court within 30 days of service of the complaint/petition. If you fail to respond, the court may enter judgment for the relief demanded in the complaint/petition.

Date: MAY 30, 2018

BY THE COURT:

PLAINTIFF'S DIRECTIONS FOR SERVICE OF SUMMONS AND A COPY OF THE COMPLAINT/PETITION ON:

State of Nebraska Douglas Peterson, Atty General 2115 State Capitol Bldg Lincoln, NE 68509

Method of service: Certified Mail

You are directed to make such service within ten days after the date of issue, and file with the court clerk proof of service within ten days after the signed receipt is received or is available electronically, whichever occurs first.

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Doc. No. 548763

LANCASTER DISTRICT COURT

	575 S. 10th Street - 3rd Floor				
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To: St Douglas Peterson, Atty General 2115 State Capitol Bldg Lincoln, NE 68509

411 S 13th St Ste 300 P.O. 84936 Lincoln, NE 68501-4936

Doc. No.

548763

LANCASTER DISTRICT COURT 575 S. 10th Street - 3rd Floor SEPARATE JUVENILE COURT-4th Floor Lincoln NE 68508

To:

Case 1

ID: CI 18 1708 Kathleen M Graham v.	State of Nebraska
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Complete items 1, 2, and 3.  Print your name and address on the reverse so that we can return the card to you.  Attach this card to the back of the mailplace, or on the front if space permits.	A. Signature  X. Addressee  B. Received by (Printed Rame)  C. Date of Delivery
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LANCASTER DISTRICT COURT
575 S. 10th Street - 3rd Floor
SEPARATE JUVENILE COURT-4th Floor
Lincoln NE 68508

To:

Case ID: CI 18

1708 Kathleen M Graham v. State of Nebraska

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Services; c/o Douglas Peterson 411 S 13th 2115 State Capitol Bldg P.O. 84936	St Ste 300
2115 State Capitol Bldg F.O. 84936 Lincoln, NE 68509 Lincoln, NE	68501-4936

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& RETURN TO COURT

ATTAL